



NSPS Newsletter

AF National Security Personnel System Office
22 June 2005

Volume 2, Number 6

Current Status

New launch date projected for the National Security Personnel System (NSPS)

The date for implementing the first phase of the Defense Department's new NSPS has been adjusted slightly to later in the fiscal year 2005.

DoD will use the additional time to work with the Office of Personnel Management to adjust the proposed NSPS regulation based on public comments received during the comment period and the results of the meet-and-confer process with employee representatives.

The revisions will be published in the Federal Register later this summer, with implementation of NSPS coming as early as 30 days after the publication. Officials stressed, however, that the start date is "event-driven" and implementing instructions must be in place and training must be under way before the system is rolled out.

NSPS officials said the Labor Relations System portion is now expected to begin by September, followed by the Performance Management element early in fiscal year 2006.

NSPS Training

Implementation of NSPS will be accompanied by training

Gordon R. England, Senior Executive for NSPS, has repeated DoD's position on the necessity of training. *"Training is one of the most critical elements for a smooth and successful transition to NSPS. The Department is fully committed to a comprehensive training program for our managers, supervisors, and employees."*

The training design entails instruction on elements of NSPS, plus training on the skills, attitudes, and behaviors necessary to adapt successfully to NSPS. AF has already provided major commands with information on available web-based training for soft skills. Specific NSPS courses are currently being developed and will be provided to components to use to instruct all affected employees in advance of NSPS implementation.

NSPS Material Available

NSPS informational material is available on AF website

The NSPS Program Executive Office (PEO) has prepared a PowerPoint presentation that is designed to introduce the proposed regulations to those who would like to learn more about it. Titled ***Fundamentals of NSPS***, the presentation is an interactive tool that lets the user move through the overview and check out more information on specific topics.

The PEO also made a short video, “***NSPS – Toward a Mission-Centered Workforce***,” available on its website. This 17-minute video highlights the NSPS design process through the development of the proposed regulations. It also includes commentary from numerous participants in ongoing demonstration projects who have had experiences with personnel systems that may be similar in design to the proposed NSPS design.

A series of brochures has been prepared to provide an introduction to NSPS for specific audiences. For employees, the brochure “***Communicating with Your Supervisor***” explains the benefits of talking with your supervisor about NSPS, key topics to discuss, and communications skills needed to succeed in NSPS. Similar titles exist for managers and supervisors, senior leaders, and Human Resources staff.

To download your copy of these brochures, visit the AF NSPS website at <https://www.dp.hq.af.mil/dpp/dppn/nsps/>.

Performance based pay

NSPS pay increases are based on performance

The biggest change under NSPS will be in how salary increases are determined; annual salary increases will not be automatic. They will be based on *performance*, and *performance* is measured against *performance* standards.

To prepare for NSPS, supervisors and employees can start clarifying performance expectations. Ensure these are specific, measurable, and attainable and built on open discussions about individual performance goals and expectations. Supervisors and employees can also begin discussing how organizational goals relate to the overall mission with the goal of understanding how individual performance affects the accomplishment of near-term and long-term goals of your organization.

Progress towards meeting performance expectations should be discussed and evaluated frequently through informal and formal discussions under NSPS. You can start now by creating a good communications environment, improving interpersonal relationship skills, and providing periodic updates about accomplishments and progress.

Spiral Recap

Spiral 1.1 affects approximately 17,500 AF Employees

Spiral One will initially affect 60,000 employees in Spiral 1.1 (about 17,500 of that total are Air Force employees) and will eventually include about 300,000 U.S.-based Army, Navy, Air Force and DoD-agency civilian employees and managers.

After that, the system will be introduced incrementally until all 700,000 eligible DoD civilian employees are included.

To check spiral implementation, visit the AF NSPS website at the following URL:

<https://www.dp.hq.af.mil/dpp/dppn/nsps/spiralinfo.cfm>

Coming to Terms

Want to know more about NSPS but don't understand some of the terminology? Welcome to *Coming to Terms*, a section where we explain acronyms and clarify terms and phrases.

Performance: Performance is the accomplishment of work assignments or responsibilities and contributions to the organizational goals, including behavior and professional demeanor (actions, attitude, and manner of performance) as demonstrated by the employee's approach to completing work assignments.

This newsletter is produced by the AF DP/DPXN staff and is provided as a public service by the Headquarters United States Air Force.

You can sign up for future editions of the U.S. Air Force NSPS News by sending a blank email to join-afdppn@mercury.afnews.af.mil and put "join-afdppn" in the subject line. A link is also on the Air Force NSPS website.